

**IN THE CLAIMS:**

Please cancel/amend/retain the claims as set forth below:

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1. (Currently Amended) A performance management system for use in an organisation having employees working to achieve organisation performance goals, the system comprising:
- an integration engine for automatically capturing from an external system performance measurement data concerning performance of employees;
  - a database connected to the integration engine for storing received performance measurement data;
  - configuration functions comprising:
    - an employee setup function including means for creating a database record for an employee, and
    - an objective function including means for configuring objectives for employee performance, wherein an objective includes a target period for which said measurement data is compared with threshold levels, and
    - an objective group function for configuring groups of objectives as well as a weighting for each objective within the objective groups;
    - a data dictionary function including means for creating a data dictionary item defining how performance measurement data imported into the system is processed and displayed, said data dictionary function including menu means for creating a database field, defining formulas by which the database field is calculated, and establishing rules to determine how a result obtained for the database field is entered, displayed and calculated, said menu means for creating a database field including data entry options to describe the database field, to specify an organizational hierarchical level for said field, and to set a data measurement period, said menu

means for defining formulas including data entry options for selecting and relating at least two variable fields with a selected operator to thereby calculate the database field, and said menu means for establishing rules including data entry options for specifying a display mask format and for enabling manual data entry and override capabilities;

an information management function including means for processing said stored performance measurement data according to an objective and an objective group to generate employee performance management data; and

a database including means for storing said employee performance management data and for interfacing with the configuration and information management functions.

2. (Currently Amended) A performance management system as claimed in claim 1, wherein the ~~configuration functions comprise an objective group function for creating an objective group of objectives to which similar weightings are applied and for associating~~ associates an employee record with said objective group.

3. (Previously Presented) A performance management system as claimed in claim 1, wherein the configuration functions further comprise:

a function for generating an appraisal ratings group of ratings defining how an employee is appraised with reference to objectives, and

means in the objective function for associating an objective with an appraisal rating group and with a data dictionary item.

4. (Original) A performance management system as claimed in claim 1, wherein the configuration functions comprise an objective wizard function for configuring objectives for employee and team performance.

5. (Previously Presented) A performance management system as claimed in claim 4, wherein the objective wizard function prompts input of an objective description, appraisal definitions, and a rating calculation.

6. (Previously Presented) A performance management system as claimed in claim 1, wherein the configuration functions comprises a KPI wizard function for prompting user input of organisation-level ratings and thresholds.

7. (Previously Presented) A performance management system as claimed in claim 6, wherein the configuration functions comprise a KPI group review configuration function for grouping KPIs together for reporting purposes, and the information management functions comprise a KPI group review function for outputting group review data.

8. (Previously Presented) A performance management system as claimed in claim 1, wherein the user interface, the configuration functions, and the information management functions together have a structure of classes for instantiating objects in a user interface layer, a business logic layer, and a data services layer.

9. (Previously Presented) A performance management system as claimed in claim 8, wherein the business logic class instantiates business logic objects having code of a configuration or an information function, and terminates the object at the end of a user session.

10. (Original) A performance management system as claimed in claim 9, wherein the business logic layer executes on a business server.

C 11. (Previously Presented) A performance management system as claimed in claim 10, wherein the data services layer comprises a class for instantiating data services objects residing on a database server, and terminates said objects after a user session.

12. (Original) A performance management system as claimed in claim 10, wherein the system comprises a transaction server for executing data services layer functions.

13. (Previously Presented) A performance management system as claimed in claim 12, wherein the transaction server maintains a pool of data services objects together and maintains a pool of database connections.

14. (Original) A performance management system as claimed in claim 10, wherein dynamic library links for the objects are registered using proxy stub pairs on both a client and a server.

15. (Currently Amended) A performance management system for use in an organisation having employees working to achieve organisation performance goals, the system comprising:

an integration engine for automatically capturing from an external system performance measurement data concerning performance of employees;

a database connected to the integration engine for storing received performance measurement data;

a configuration function comprising means for generating an appraisal ratings group of ratings defining how an agent is appraised with reference to objectives;

C a configuration data dictionary function comprising means for creating a data dictionary item defining how performance measurement data imported into the system is processed and displayed, said data dictionary function including menu means for creating a database field, defining formulas by which the database field is calculated, and establishing rules to determine how a result obtained for the database field is entered, displayed and calculated, said menu means for creating a database field including data entry options to describe the database field, to specify an organizational hierarchical level for said field, and to set a data measurement period, said menu means for defining formulas including data entry options for selecting and relating at least two variable fields with a selected operator to thereby calculate the database field, and said menu means for establishing rules including data entry options for specifying a display mask format and for enabling manual data entry and override capabilities;

a configuration objective function comprising means for configuring objectives for employee performance, said objective function including means for associating an objective with an appraisal ratings group and with a data dictionary item;

a configuration employee setup function comprising means for creating a database record for an employee;

a configuration objective group function comprising means for creating an objective group of objectives to which similar weightings are applied, and for associating an employee record with said objective group;

C an information management function comprising means for processing said stored performance measurement data according to data dictionary items for said objectives and objective groups to generate employee performance management data for an employee record associated with the objective group; and

a database comprising means for storing said employee performance management data and for interfacing with the configuration and information management functions.

Claims 16-20. (Canceled)

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